



HEALTH ISSUES

NEWSLETTER

WORK-LIFE BALANCE

Do you find yourself feeling as if you do not have enough hours in a day to get your work done? Spend time with family and friends? Do the things you really want to? If you feel that you are “spinning in circles” when it comes to your work, family, and social life, then you are not alone. According to a recent Canadian survey by researcher Dr. Linda Duxbury and colleagues, almost 60% of Canadians who are employed outside the home have trouble balancing their work and family demands.

The demands between work and non-work life can be referred to as work-life conflict. Work-life conflict is associated with time crunches at work or at home, scheduling conflicts, and a feeling of being overwhelmed, overworked, or stressed by the pressures of having multiple roles. It occurs when one or more of our roles (e.g. employee, parent, friend) becomes more difficult as a result of fulfilling another role. It can lead to unhealthy outcomes such as poor eating habits, less time for physical activity, lack of sleep, consuming more caffeine/alcohol, working longer hours, unstable relationships with family and friends, stress, depression and other mental illnesses. More and more employers are recognizing the negative effects and costs associated with work-life conflict, as it can result in lower organizational commitment, poor job satisfaction, decreased morale, and higher rates of employee stress, absenteeism, and turnover.

The reality is that most of us will experience work-life conflict. The key to dealing with it is to achieve work-life balance. Work-life balance is a state of well-being that we each define in our own way. It involves setting priorities and developing a plan to effectively manage parallel responsibilities at home, work and at play. It involves communicating with all parties involved and realizing that we can't be everything to everyone all the time. As well, employers can play a significant role in helping employees achieve work-life balance by creating more supportive work environments, providing more flexibility, and increasing an employee's sense of control in their work.

This edition of the newsletter provides you with more information about work-life conflict and useful tips for dealing with restoring a healthy work-life balance for you and your family.

FALL 2004

SPECIAL ANNOUNCEMENT

DaimlerChrysler and CAW win national Healthy Workplace award!

See page 9 for details.

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Working Wellness ^{TOW>RD} at DCCI

TO IMPROVE THE HEALTH AND WELL-BEING OF DAIMLERCHRYSLER CANADA INC. EMPLOYEES, RETIREES, AND THEIR FAMILIES.

SHIFT WORK AND SLEEP

Many of today's companies must operate 24 hours a day to remain competitive and keep up with the demand for products and services. Because several industries operate around the clock, other services (e.g. grocery stores, gyms, drug stores) are expanding their hours to accommodate evening and nighttime workers. Statistics Canada reports that 3 out of 10 Canadians work some type of shift work.

For employees, there are recognized benefits to shift work that include better pay, more available time during the day for childcare, and more daylight hours for recreation. But, harmful health effects can result if some adaptation does not occur. Shift work can affect our "circadian rhythms" or our internal clock. Every individual's internal clock varies slightly during a 24-hour day. This is the reason why some people feel tired at certain times of the day and are more alert during others.

Shift work can disrupt the setting on our internal clock and our sleep patterns. Over time, this takes its toll and can impact performance both on and off the job. People who are tired often think and move slower, make more mistakes, tend to be moodier, and have difficulty remembering. Long-term health concerns can include chronic fatigue, insomnia, and digestive disorders.

TIPS FOR SUCCESSFUL SHUT-EYE

Naps

Naps are fine as long as they are short (20-40 min.) Anything longer may make it difficult to fall asleep when going to bed. When rotating shifts, the body needs 24 to 48 hours to adjust. Try to establish a new schedule right away, which may require a nap or two to get you through.

WORKING TOWARD WELLNESS AT DCCI PROGRAM CONTACTS

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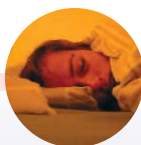
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DINNERTIME CHAOS NO MORE

Is dinnertime at your house chaos? Do you stress over what to have for dinner at the end of every workday or workshift? Here's a checklist to help you and your family take a more balanced approach to dinnertime challenges:

- Plan and make ahead at least two meals for every five workdays. Freeze and re-heat when needed to save valuable time and minimize effort on hectic days. Although this will take up some valuable time on a non-work day, make it a family activity and ask the kids to help.
- Use Canada's Food Guide to make sure that each meal has at least three out of four food groups (Grain Products, Vegetables & Fruits, Milk Products, and Meat & Alternatives). This will help provide a more nutritionally balanced meal.
- Have pre-meal snacks that are easily available to deal with after-work or after-school hunger to help raise blood sugar levels just enough to avoid overeating at meal times (e.g. pre-washed carrots, broccoli, cauliflower; a variety of fresh fruit and low-fat dip; single serving low-fat yogurts; lower-fat microwave popcorn, etc.).
- Rotate cooking and meal preparation responsibilities. Plan and post a weekly schedule for family members so tasks can be shared. Consider who will get home first, which tasks can be successfully completed by children (depending on their ages) and other activities planned for the evening such as an evening class or a hockey practice.
- Make cell phone technology work for you. Have family members "check in" by phoning to let the family know if they are going to be delayed. This allows greater flexibility to be built into the meal (e.g. hold back cooking all of the vegetables, prepare a plate that can be heated up in the microwave later, or decide whether or not to postpone the meal). Remember, if a cell phone is not available, traditional "land" phones work just as well!



Caffeine

While some caffeine can help with short-term alertness and performance, too much can actually interfere with sleep. Individuals tolerate caffeine differently; however, in general try to cut out caffeine at least four hours before you go to bed.

Alcohol

Alcohol before bed can actually reduce the quality and length of sleep. Get in the habit of establishing a bed time ritual that does not include using alcohol to help you relax.

Bed Time Rituals

Make the bedroom as dark as possible, turn down the temperature, block out sound by turning on a fan or wearing ear plugs, and try relaxing before getting into bed by reading a book, listening to music or having a bath.

For more information on sleep visit www.sleepfoundation.org

Source: Statistics Canada, *The Daily. Shift Work and Health*. Catalogue 11-001E. ISSN 0827-0465. Thursday, July 25, 2002.

THE POWER OF RELATIONSHIPS

THE POWER OF RELATIONSHIPS

Most of us have experienced the power of a loving and fulfilling relationship with a spouse or partner. This kind of relationship can be one of the most rewarding experiences in life. It's not surprising that such relationships are strongly connected with our physical and emotional health and well-being.

As we move through life with our partner, we will face many challenges and obstacles. This is healthy and normal. However, it appears that more Canadians are having problems balancing 'work-life' demands with 'family-life' demands. As a result, high levels of stress can lead to greater conflict with our partner. In fact, according to Warren Shepell, a leading Canadian Employee Assistance Provider (EAP), 30% of counselling services used by employees deal with personal relationship issues.

Building and maintaining a healthy relationship with your spouse or partner takes a lot of work and an on-going commitment. Here are some strategies that will help in dealing with daily challenges in your relationship with your significant other:

- Communicate with your partner about matters that are important to you. Think of talking and listening as being like "two sides of the same coin" when it comes to having good communication skills.
- Give your partner your undivided attention when they are speaking to you, and ask that your partner do the same.



- Do not assume your partner knows how you are feeling, or that you know how your partner is feeling.
- Commit to spending more time with your partner and those important to you.
- Draw boundaries between work and life. Limit how much work you bring home.
- Understand that conflict is a reality. Working through conflict and coming to a resolution will strengthen your relationship.

Remember, success in life is present when we have strong, supportive relationships in our personal life that help provide balance and give us a sense of being complete.

People Who Are Either Known or Believed to Have Suffered from Depressive Disorders



- Sir Isaac Newton, mathematician/physicist
- Florence Nightengale, nurse
- Sir Winston Churchill, Prime Minister of Britain
- Sheryl Crow, singer
- Charles Schultz, cartoonist

Source: The Society for Depression and Manic-Depression of Manitoba, Inc.

UNDERSTANDING DEPRESSION

The effects of depression are taking their toll on many people's lives. According to a recent report on mental illness, approximately 8% of Canadian adults will experience major depression at some point in their lives. In addition to the person who suffers from depression, many more are affected including family members, friends, and co-workers.

Everyone feels down, sad, or blue from time to time. These are normal reactions to loss, life's struggles, or an injured self-esteem. But, concerns should be raised when these feelings last a long time and affect social relationships or performance at work. This would indicate that a person may be suffering from depression, a serious but very treatable mental illness.

There are two main types of depression: clinical depression and bipolar disorder (also called manic depression). Both illnesses have mild, moderate, and severe forms depending on the number and intensity of the symptoms. Also, symptoms of depression are sometimes confused with another group of mental conditions known as generalized anxiety disorder. This potential confusion



reinforces the importance of seeking and receiving accurate professional diagnosis.

Several factors may play a part in the onset of depression. These include: a genetic or family history, psychological or emotional vulnerability, biological factors such as imbalances in brain chemistry and in the endocrine/immune systems, or a major stress in the person's life.

People may reduce their risk for depression by using coping strategies to help deal with high levels of stress. These include talking with friends and family who care, finding ways to relax, and being physically active on a regular basis. These strategies will go a long way in helping to maintain balance in a person's life. If you know someone who may be experiencing depression, use the trust between you to encourage that person to seek help or to continue treatment through their physician and/or trained professional.

To learn more about depression, including risk factors and how to help someone you know who has depression, go to www.cmha.ca or www.webmed.com and enter "depression" as a search term.

Source: Health Canada. (2002). *A Report on Mental Illnesses in Canada*.

DCCI WINDSOR OFFICES

KEEPING FAMILIES BUSY THIS SUMMER

The Windsor offices were not short of ideas or excitement for the *Family Focus* initiative. As if one contest wasn't enough, the committee decided to run two contests! The *Family Focus* Challenge helped families get focused on eating well, being active and having fun together. The *Family Focus* Photo Contest encouraged employees to take pictures of their family participating in healthy activities together. A draw at the end of each contest was completed to provide winning employees with fantastic wellness prizes.

The "Don't Let Acid Burn You" information and screenings were conducted in the early portion of the initiative to address stomach-related health concerns of employees. "Bike to Work", a community bicycling contest, was also promoted in June. In addition, a group of 30 office employees had a great time riding a "Big Bike" together while raising \$5,000 for a good cause - The Heart & Stroke Foundation.

All of these wellness activities provided a much-anticipated build up to the Family Day event in August.

WINDSOR ASSEMBLY PLANT

CELEBRATING FAMILIES

The Windsor Assembly Plant kept busy this summer with a variety of activities. With an expansion of the Wellness Committee, there has been new energy and excitement infused into the committee. In addition to more members, the Wellness Committee has added DaimlerChrysler Transport Incorporated and the Vehicle Completion Centre into the wellness program.

During the week of June 14, employees participated in the "Don't Let Acid Burn You" program that provided important information and screening for those individuals with stomach-related health concerns. The *Family Focus* Challenge was also introduced in June. The contest encouraged employees to get moving, eat well and enjoy family fun together. A total of 15 lucky employees received a Working Toward Wellness at DCCI item, children's cooking apron and cookbook, and a "4-in-1" measuring spoon.

"Bike to Work" was the final wellness activity leading up to the Family Day in August. Plenty of Windsor Assembly Plant employees rode their bikes to work for the chance to win fantastic prizes. Results will be available in the winter edition of the HealthIssues newsletter.

WINDSOR AREA

FAMILY DAY A SUCCESS!

On August 8th, Windsor area employees, retirees, and their families attended the first annual Family Day at the Children's Safety Village. As an educational facility, the Village was the ideal site for the event. Complete with miniature roads and buildings, children gained hands-on safety training while having fun with their families. Event highlights included interactive children's car tours, fire truck demonstrations, bicycle safety checks, face painting, balloon twisting, music and a delicious summer BBQ! In addition, Mad Science delivered a creative presentation with key safety messages to an attentive audience of children. Periodically throughout the afternoon, the local YMCA coordinated fun and active games for kids.



Left: A row of children safely come to a stop at the train tracks during their car tour inside of the Children's Safety Village.

Right: A family enjoying fun activities and great weather together at the Family Day.

At the Windsor Paramedic Bike Patrol display, families gained practical information on bicycle helmet safety and how to prevent outdoor injuries. Many children took the opportunity to hop on board the Bike Patrol's four-wheeled emergency response vehicle to experience how the paramedics treat and transport people in need of medical assistance. Employees also stopped by the Working Toward Wellness at DCCI tent to learn more about their wellness program. Of course, no DCCI event would be complete without some of the latest DaimlerChrysler vehicles. At the front of the Safety Village, John Sheldon Central Chrysler was kind enough to display some of the latest products for families to see, including the Grand Caravan, Durango, Crossfire and 300C.

Overall, Family Day was a tremendous success attracting 1,600 employees, retirees, and their families. A special thanks goes to all of the dedicated Planning Committee members and volunteers who took extra time out of their busy schedules to plan this exceptional event for all employees. Hope to see everyone there next year!

DCCI WINDSOR OFFICES

ARDC
Automotive Research and
Development Centre

DCCB
DaimlerChrysler Canada Building

GMRB
Grand Marais Road Building

TEMPLE
Temple Drive Office Building
DCTI (OFFICE)
DaimlerChrysler Transport Inc.
VCC (OFFICE)
Vehicle Completion Centre

TORONTO AREA

BRAMPTON ASSEMBLY PLANT

YOU LOSE, YOU WIN?

The Brampton Assembly Plant successfully launched a 6-week Team Weight Loss Challenge that began on April 22nd and closed on June 4th. Thirteen teams (66 participants) were weighed in and set a team goal weight. Throughout the six weeks, participants received supportive informational bulletins regarding weight loss and nutritional tips by email. The winning team was only 1.5 lbs away from their goal weight! Congratulations to the winners: Susan Lyck, Kathleen Stoehr, Evita Clapham, and Debbie Robertson who enjoyed sharing \$500 in mall dollars!

On June 27th, a Working Towards Wellness at DCCI information booth was set up at the Social Committee's annual Family Picnic at Wild Water Kingdom. Information was provided to parents and their children to encourage them to be more active. Also, Employee Feedback forms were made available to obtain feedback on the Working Toward Wellness at DCCI program. Over 80 employees provided feedback and received a Working Toward Wellness at DCCI T-shirt for doing so!

Solutions in Health conducted a "Don't Let Acid Burn You" screening on July 27th and 28th. Over 200 employees were screened for stomach-related concerns. The strong attendance at the screening was a good indicator of how important it is for the Working Toward Wellness at DCCI program to continually provide screening and interactive sessions for employees.



Top Right: Plant manager, Amit Parikh, correctly answers a Family Focus trivia question and enters his name in the draw.

Bottom: Congratulations to Debbie Robertson, Kathleen Stoehr, Susan Lucyk and Evita Clapham on winning the 6-week Team Weight Loss Challenge. Their team's actual weight loss was only 1.5 lbs away from their predicted weight loss. The winners shared in \$500 worth of gift certificates. Thanks also to the other teams that participated.



ETOBICOKE CASTING PLANT

SUPPORTING FAMILIES

Employees at the Etobicoke Casting Plant were treated to a *Family Focus* Fair in the cafeteria on June 18th. There was something for everyone. The delicious foods prepared by Mary Kavcic, Caroline Poirier, and Rosa Ulacco included tasty breads, low-fat dips, and a trail mix. Attending agencies such as the Parent Education Network, George Hull Centre for Families and Children, Canadian Mental Health Association, and Toronto Public Health were busy throughout the day, answering a variety of questions on their programs and services. A local Registered Chiropractor and Registered Massage Therapist were also on hand to speak about back health and to provide demonstration massages for employees. To help promote greater awareness of family health issues, the Wellness Committee ran a contest in which employees popped a balloon and answered a *Family Focus* trivia question for a chance to win one of ten gift certificates to a local grocery store. At the event, Etobicoke Casting Plant Manager, Amit Parikh, took the opportunity to present Quit & Win Contest Winner, Richard Marion, with \$250 to Sport Chek for quitting smoking. Parikh praised Marion for the significant commitment that he had made to improve his own health, as well as the health of his family.

Wellness activities continued on July 1st with gastrointestinal screening and education at the plant. A large group of employees took time to meet with a Pharmacist and Registered Nurse regarding the prevention and treatment of stomach disorders. The event was very popular, and the Wellness Committee is looking forward to more exciting wellness programming in the *Work-Life Balance* initiative!

VANCOUVER PDC

WALKING FOR WELLNESS

Prior to the launch of the *Family Focus* initiative, the Vancouver Parts Distribution Centre (VPDC) held a workshop on managing stress. Identified by employees as a topic of interest, the Wellness Committee invited a speaker from the B.C. division of the Canadian Mental Health Association to talk about a variety of issues related to stress. After the workshop, all of the employees lined up to have their blood pressure checked by a Registered Nurse before stopping by the food table for some healthy vegetables, fruits and sandwiches. Everyone enjoyed themselves and gained some terrific information on dealing with stress. The Wellness Committee would like to thank Vancouver Coastal Health for their help in making it happen.

In addition to running the *Family Focus* Challenge, the Wellness Committee organized a workplace walking challenge over the course of the summer. In order to participate, employees had to walk at least five times at work, for a minimum of 10 minutes each time, to enter a draw for one of five \$50 gift certificates to a local running store. The challenge generated a lot of excitement, and a few employees even tried to include an outdoor evacuation drill as one of their five walks. With the evacuation meeting point only 150 metres from the door, they received top marks for their creativity, but not credit toward the challenge! The winners of the gift certificates will be announced in the next edition of the HealthIssues newsletter. *Family Focus* activities may now be over, but the VPDC is looking forward to the next initiative, *Work-Life Balance!*



RED DEER PDC

MOVING TO GET CLOSER!

To promote the *Family Focus* initiative, the Red Deer Parts Distribution Centre Wellness Committee challenged employees to accumulate at least 60 minutes of walking over a two week period between August 11th and September 17th. This challenge was selected as the Wellness Committee felt that encouraging walking was not only good for employee health,

PARTS DISTRIBUTION CENTRES

MISSISSAUGA PDC

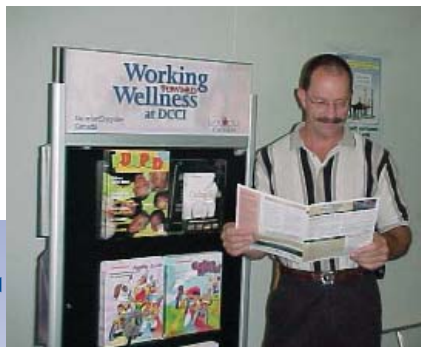
FOCUSED ON FAMILY

The Mississauga Parts Distribution Centre was in the wellness spirit on June 30th with a *Family Focus* fair that featured terrific agencies and great foods, such as a Popcorn Munchie Mix (from the *Family Focus* edition of the HealthIssues newsletter) and fresh fruit. Topics included helmet safety education by the Brain Injury Association, family nutrition by Peel Health, and parenting support services by the Ontario Early Years Centre in Mississauga-West. The Parks and Recreation Department of the City of Mississauga also provided information on their recreational programs that were being offered throughout the summer. Lastly, employees received educational material and, in some cases, screening for stomach disorders through the “Don’t Let Acid Burn You” program.



To assist employees and their families in being active outside of work the Wellness Committee posted a city map containing many recreational points of interest in the surrounding area along with safety tips for cyclists. In addition, draws were held throughout the day for fantastic prizes including tents, “Crazy Plates” cookbooks, salad bowls, and much more. The lucky winners of the tents were Mike Small, Basil Parsons, Mark Miller, and Tim Kilpert.

Two contests ran throughout the month of July. For one contest, children of employees were asked to submit a drawing of their family spending time together in the summer. The second contest, the *Family Focus* Challenge identified a variety of activities that employees and their families could do together. Paul Lewis won the grand prize for the family drawings submitted by his daughters. His family received a power inverter, which is a mobile energy source that many campers find useful.



Top: Wellness Committee member, Paul Lewis, presents a tent to Basil Parsons.

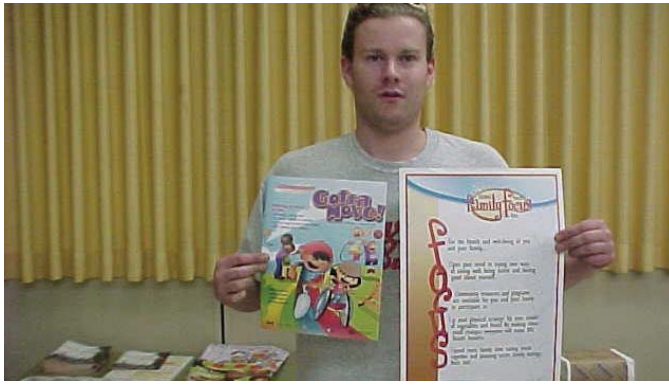
Bottom Left: Eugene Bonneteau smiles as his blood pressure is checked after the stress management workshop.

Bottom Right: Roger Beeton reading wellness literature from the Working Toward Wellness at DCCI kiosk.

but was also a social activity that allowed them to get to know each other outside of the work environment.

Participants will have the opportunity to win a great bike and other wellness prizes!

The walking challenge will wrap up when the Red Deer Parts Distribution Centre launches the next wellness initiative, *Work-Life Balance.*



WINNIPEG PDC

WHY NOT TRY ALL 3?

On July 15th, the Wellness Committee kicked off three contests, simultaneously, to promote families doing activities together. The contests were: the *Family Focus* Challenge, in which the employee had to complete ten of the noted activities with their families; the *Family Focus* Photo Contest, in which the employee submitted a photo of their family doing an activity together; and the *Family Focus* Drawing Contest, in which the employee or their child(ren) submitted a hand drawing of an activity they did together with their family. Each photo or hand drawing was displayed on the Working Toward Wellness at DCCI board. All of the employees who submitted a photo, drawing, or challenge received a ballot to win great wellness prizes. The contests closed on September 3rd, and prize winners will be announced in the next edition of the HealthIssues newsletter.

MONTREAL PDC

COMMUNICATION, COMMUNICATION

The Montreal Parts Distribution Centre implemented the *Family Focus* initiative by displaying posters and tip cards on the Working Toward Wellness at DCCI board. In addition, the Wellness kiosk was stocked with resource materials including various provincial travel/vacationing guides in an effort to promote families having active vacations together.

Biweekly electronic bulletins (e-bulletins), were introduced as a new resource for employees. These bulletins provided one to two pages of information on a variety of topics related to the initiative. For example, the bulletin, "Girls Need Physical Activity Too", stressed the importance of physical activity for girls and young women and the bulletin, "Are 'Carbs' Driving You Crazy", provided some practical advice on how to sort the facts from fiction when it comes to low carbohydrate dieting.

The Wellness Committee is looking forward to getting started on the *Work-Life Balance* initiative.

Top: Scott McQueen proudly displays wellness information from the *Family Focus* initiative.

Right: Janet O'Hearn and Jeff Hawthorne show off their favourite Hawaiian attire while enjoying tasty beverages at their *Family Focus* event.

Far Right: From Left - Adele Robert, Claude Mitchell (the winner of the *Quit and Win* Contest) and John Piacentini.



MONCTON PDC

TROPICAL FUN IN MONCTON

The Moncton Parts Distribution Centre enjoyed their second health and wellness day on June 24th as part of the *Family Focus* initiative. The Wellness Committee generated lots of interest in the day by hosting a "Fruit Bonanza" with a Hawaiian theme. Complete with Hawaiian shirts and Hawaiian leis, each Wellness Committee member brought in a different fruit to be sampled by employees. Blueberry, strawberry, and peach smoothies were also served with Hawaiian music playing in the background.

To help keep employees and their families active and safe, a local bicycle shop was on hand to talk about bicycle maintenance and safety for the entire family. A Registered Physiotherapist

also attended, giving staff tips on stretching and exercise. Overall, the day was a lot of fun and a great way to celebrate the importance of fruit in a healthy diet.

Many participants won a variety of prizes during the initiative. Dennis Bleakney, Michelle MacDonald, and Andrew Colpitts each won a new bicycle while Frank Dembeck, Wayne Wilbur, Craig Allen, Sandra Cole, and Gerald Plante won Working Toward Wellness at DCCI hats, T-shirts, and cooking aprons for kids.

The *Family Focus* initiative is over, but the Moncton Parts Distribution Centre is looking forward to new wellness activities for the *Work-Life Balance* initiative.

CHRYSLER FINANCIAL CALGARY

TAKES THE CHALLENGE

Promoting healthy habits with a focus on the whole family was the challenge, and the Wellness Committee was up to the task. The first step in reaching this goal was the continued development and promotion of the Wellness Centre in the office. Employees now have a centralized space where they can access the latest Working Toward Wellness at DCCI electronic bulletins and health-related reading materials. For each initiative, the Wellness Centre is updated with current information. Both the Alberta Vacation Guides and Alberta Campground Guides have been very popular with employees during the summer months. The “wellness recipe of the week” has also attracted attention because it gives employees new and exciting meal ideas to prepare with their families.

In August, Chrysler Financial Canada (Western Zone Office) launched the Healthy Living Challenge to support employees and their families in making small changes each day to improve their health. The challenge included tasks such as eating a minimum of 3 servings of fruit and 3 servings of vegetables a day; going for a half-hour walk instead of watching television; or trying a new, healthy recipe for dinner. Congratulations to Kristen MacDonald who won the grand prize - a \$100 gift certificate to a local shopping mall.

A family picnic will also be taking place in September with lots of fun activities for families. Watch for details or contact your Wellness Committee for more information.

DC FINANCIAL SERVICES CANADA

CHRYSLER FINANCIAL MISSISSAUGA



MAKING A CHALLENGE, A CHALLENGE!

The Chrysler Financial site has been busy this summer. The *Family Focus* Challenge was the first activity to take place during this initiative. This 8-week challenge began on May 28th and focused on families being active together (e.g. a family meal in which everyone is involved in planning and making it). Congratulations to the winners, Ramandeep Sihota who won four tickets to Canada’s Wonderland and Sindy Gosselin who won \$50 in Famous Players gift certificates.

On August 16th, the kick-off for the “Families on the Move” and “Fast Foods” electronic presentation contest occurred and ran until September 2nd. Prizes to the winners included four Toronto Zoo tickets or \$50 in Famous Players gift certificates, and were distributed just in time for the Labour Day long weekend.

The Heart Mobile had a return engagement this year on September 8th. It is equipped to conduct cholesterol checks, blood pressure checks, and body mass index evaluations. As well, the staff provides information on smoking, stress, healthy food choices, and physical activity. Over 70 employees were expected to attend.

Top: Sindy Gosselin and Ramandeep Sihota, winners of the Family Focus Challenge.

Bottom Left: Wellness Committee member, Patti-Ann Krywulak, presents Kristen MacDonald with a \$100 gift certificate to a local shopping mall after winning the Healthy Living Challenge.

Bottom Right: Haven Ireland with son, Nicholas and husband, Greg spending family time together during MBCC’s trip to the farm.



MERCEDES-BENZ CREDIT CANADA

THE SIMPLE LIFE 3?

“Mooooo.” That’s what employees and their families heard on July 18th. Where did they hear such a noise? It came from Cudleigh’s Farm in Milton, of course. Co-organized by the Wellness and Social Committees, Mercedes Benz Credit of Canada’s family day at the farm was a terrific way to celebrate the *Family Focus* initiative. With a wide variety of animals to see and touch, employees had a fun time experiencing the outdoors with their families and co-workers. Attractions at the farm included: tractor rides through the apple orchard; pony rides; a nature trail; and a human maze made of hay. There was also space for families to play a game of catch or toss around a frisbee after enjoying a delicious BBQ. According to employees, the trip was both educational and

“fun for the young and young at heart”. The day was so well received that both committees are considering a return visit this fall for apple and pumpkin picking.

The Wellness and Social Committees also put together *Family Focus* information packages for employees and placed them on their desks. Included in the package, among other items, were “Franklin the Turtle” colouring books, which contained safety messages and pictures for the employees’ children to colour and submit for a chance to win a variety of wellness prizes. “Don’t Let Acid Burn You” screening was available on May 20th for employees concerned about stomach-related disorders. Finally, congratulations to Joan Hebbes, who won a \$250 gift certificate to Sport Chek, for quitting smoking. She continues to be smoke-free today!

RETIREES

CAW LOCAL 444

CAW LOCAL 444 RETIREES

2ND ANNUAL HEALTH AND WELLNESS DAY

The Local 444 retirees hosted the second annual Retirees' Health and Wellness Day on June 23rd. Highlights of the day began with Dorothy Pardalis, a local Pharmacist who presented an informative discussion on medications and drug interactions. Allyssyn Girard-Lippman, a Registered Dietitian, provided a cooking demonstration on preparation of a heart healthy chili recipe. Participants had the opportunity to ask questions on their eating habits and finding solutions for eating well. At the end of the session each retiree was able to have a sample of this delicious chili recipe!

After a healthy refreshment break the health fair opened up. Over 30 agencies' booths were hosted by health professionals and volunteers from the community. Agencies provided information, offered health screenings, and answered questions from the retirees. Each retiree received a gift bag from Green Shield Canada that included freebies and information along with draw tickets to win some fabulous prizes, generously donated for the event.

The retirees certainly know how to plan an event. What a success! For information regarding future wellness activities for CAW Local 444 members, please contact George Johnston or Rolly Beaulieu.



Lots of smiles as retirees visit agency booths during the 2nd annual Health and Wellness Day at CAW local 444/200.

CAW LOCAL 1285

CAW LOCAL 1285 RETIREES

MAKING COMMUNICATION WORK

A mailing campaign allowed all retirees and their families of Local 1285 to receive information about the *Family Focus* initiative. This also gave them the opportunity to participate in the *Family Focus* Challenge. By completing ten of the suggested activities, the retiree was eligible to receive a ballot to win great wellness prizes. The packages were mailed in early May, and the contest closed at the monthly meeting on June 16th. Winners received children's cooking aprons and Working Toward Wellness at DCCI T-shirts, hats, and lunch bags.

Also, during the Local's monthly meeting, as part of the "Don't Let Acid Burn You" program, Solutions in Health conducted voluntary screening sessions to assess stomach-related health concerns. Over 20 members received this screening.

The Heart Mobile, which assesses heart health risk factors, visited the Local last year. The goal of the Heart Mobile program is to reduce the risk of heart disease by checking cholesterol levels, blood pressure levels, body mass index, as well as provide information on stress, smoking, healthy food choices, and physical activity. According to all reports, the visit by the Heart Mobile last year was a great success. Due to the interest and positive feedback received, the Heart Mobile has been scheduled to return this year on October 20th.

2004 QUIT & WIN CONTEST WINNERS

Congratulations to everyone who quit smoking this year through the Get Your Butt in Gear - Quit & Win Contest. Amazingly, over 140 people accepted the challenge to stay smoke-free from March 1st until April 11th! A total of 11 regional prizes were awarded to employees, retirees, and their family members for **successfully** kicking the habit during the contest period. Regional winners each received a \$250 gift certificate to a local sporting goods store. The winners are:

- Jim Corman, Terry Weymouth and Marlene Willis Windsor Assembly Plant
- Mark Love and Odis Thomas Brampton Assembly Plant
- Victoria Howell Windsor Offices
- Richard Marion Etobicoke Casting Plant
- Joan Hebbes Chrysler Financial Services Canada
- Stacey Eddy Calgary Financial
- Claude Mitchell Parts Distribution Centres
- Neil Simon Retirees

View many of the contest winners at www.dashboardanywhere.chrysler.com. Click on the benefits section and scroll down to the Working Toward Wellness at DCCI portal.



Windsor-Essex County Health Unit employees, Rosa Gigliotti and David Reeder, draw the names of regional winners.

Joint Healthy Workplace Assessment 2004:

NQI / CAE
Healthy
Workplace

Award Winners!



DCCI and the CAW are honoured to receive the Healthy Workplace Award as part of the Canada Awards for Excellence (CAE) program. The National Quality Institute's (NQI) Healthy Workplace Award recognizes employers who promote, encourage, support and offer exemplary health-related policies and programs in the workplace.

In March 2004, an assessment team composed of staff from NQI, DCCI, the CAW, and the Windsor-Essex County Health Unit considered the NQI Healthy Workplace Criteria in relation to health and safety, education, Working Toward Wellness at DCCI, on-site health and wellness services, the environment, communication methods, wages and benefits, and other health and wellness-related areas. As part of the assessment, the team met with employees in focus groups to gather their input regarding the strengths and opportunities for improvement. The team also met with leadership personnel from both the union and the company. After hearing about the good health, safety and wellness practices in place, the assessment team decided to submit an application for NQI's Healthy Workplace Award.

Winning the prestigious national NQI Healthy Workplace Award establishes DCCI and the CAW as the Canadian industry company/union benchmark in healthy workplace practices. DCCI and the CAW indeed have a good health and wellness story to tell.

Congratulations!



IMPROVE YOUR MILEAGE GET A "HUMAN TUNE-UP"

When is the last time you had the oil changed in your car? Bet you can remember! But can you remember the last time you had a "human tune-up", an annual medical check-up? To stay healthy, take care of yourself the way many people take great care of their cars—with regular, preventive maintenance. Taking a proactive approach to your health that includes good nutrition, daily physical activity, a smoke-free lifestyle, and enough sleep, can help you improve your health and well-being and reduce your risk of developing a serious disease.

Why do you need a "human tune-up"?

An annual "human tune-up" can help identify issues early that could become problematic later on. Don't wait until you feel ill to see your physician. Many conditions such as diabetes, high blood pressure, heart disease, and many cancers are silent killers. Often, there are no noticeable symptoms until an advanced stage. In general, men and women should have an annual "human tune-up" that includes a health update and information exchange with your doctor. Some of the things that your doctor may want to discuss, or suggest screening for, include:

Men • prostate cancer

Women • breast cancer, cervical cancer, and sexually transmitted infections (e.g. chlamydia, gonorrhea)

Both • hyperlipidemia (i.e. cholesterol, triglycerides), high blood pressure, overweight and obesity, colorectal cancer, diabetes, dental health, eye health, hearing function, immunization status, and osteoporosis

ME TIME

It's all about balance. Not only do we need to find a balance between work and life, but we also need to find a balance between the time we give to others and the time we take for ourselves. This "me time" is important for many reasons:

- provides an outlet or escape from the pressures of our daily lives
- provides us the opportunity to do the things we want to do
- allows us the opportunity to use and explore our talents
- provides us with the opportunity to learn more about ourselves including what we like and what we don't like

What we do during our "me time" is up to us. Individual needs can be social, spiritual, intellectual, emotional, or physical. Activities can range from practicing our faith, to volunteering for a community organization, to enjoying a hobby, to participating in a favourite sport.



But finding the time is often easier said than done. A 2001 national public opinion survey found that more than half (55%) of Canadians felt that they did not have enough free time in their lives. Making "me time" happen in today's "no time" society will take some effort on your part. Try the following:

- find an activity that you enjoy and that fulfills a need. Don't be afraid to "live outside the box" and try something new
- schedule the activity into your day and/or week
- commit to the activity by writing it down on a calendar or recording it in a planner
- explain to your family and friends the importance of this activity to gain their support and encouragement

Don't sell yourself short! Taking time for yourself is an important part of achieving and keeping a healthy work-life balance.

Source: Ipsos-Reid. (2001). *Many Canadians Feeling "Free Time Crunch"*. www.prcanada.ca/TRENDWATCH/TIMET.HTM

PHYSICAL ACTIVITY

LET PHYSICAL ACTIVITY
LIGHTEN THE LOAD

How do you deal with stress? If your answer involves moving your body and enjoying some type of physical activity, then you're on the right track. In a 2001 Canadian Mental Health Association (CMHA) survey, just over 20% answered that they used physical activity as a strategy for coping with stress.

Why does physical activity work to reduce stress? Recent research has found that physical activity encourages the brain to make more of certain types of brain chemicals that improve mood and make us feel good. Regular physical activity also reduces the level of certain types of stress hormones, such as cortisol, which can have a negative effect on our health and increase our risk of certain diseases.

In addition to the "chemical" benefits, physical activity can also be used as a coping strategy:

To relax

Certain types of activities "stretch" our muscles and help reduce tension that we may feel. Examples include yoga, tai chi, and stretching exercises. In general, any activity that you enjoy and that make your joints bend and stretch (e.g. dancing, bowling) are great.

To help problem solve

While we are active, we have dedicated time that we can use to work through problems and come up with solutions.

To develop self-confidence

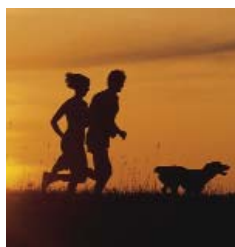
The sense of accomplishment that we feel when finishing a walk, hitting a long tee shot in golf or raking the yard free of leaves increases our sense of self confidence and makes us feel good about ourselves.

To be a positive distraction

While we are active, we are taking some time for ourselves to "escape" from any worries we may have. This positive mental break may be all a person needs to refresh and refocus.

In addition, using physical activity as a coping strategy may lead to other positive lifestyle changes including a healthier diet, quitting smoking and drinking less alcohol.

Source: Canadian Mental Health Association. (April 20, 2001). The 2001 Canadian Mental Health Survey: A COMPAS Report to the Canadian Mental Health Association.



IT'S ALL ABOUT ATTITUDE

Have you ever experienced the following? You are having a great day. Everything is going right and you feel "on top of the world". Suddenly, you find yourself in an encounter with a co-worker, friend, or family member that leaves you feeling angry, upset, and frustrated. You blame them for making you feel this way and wonder how you should deal with such a difficult and negative person.

It is a reality of life that everyday we come into contact with people who exhibit negative attitudes. Attitude is contagious and can produce a ripple effect with those around you. Positive attitudes give us energy and this energy spreads to those around us. Negative attitudes drain your energy and the energy of everyone else. How do we handle difficult individuals who exhibit negative attitudes? How can we stop ourselves from being affected by these attitudes? Here are a few suggestions:

- 1 The first step is to understand why it occurs. The negativity usually happens when people are stressed, impacted by decisions and issues beyond their control, or a belief that this approach will get them what they want from others. It becomes their coping mechanism.
- 2 Learn not to become defensive and do not take the person's negative words personally. Keep your composure, and prepare yourself to communicate your message clearly to that person in order to get their attention away from their negative "rant". Focus on creating solutions with the person, not on what is wrong or unfair.
- 3 Become aware of situations in which you typically find yourself becoming defensive or negative. When you deal with stressful situations, take a "time out" or walk away to be by yourself.

The key to dealing with people who exhibit negative attitudes is your reaction. You control whether you react positively or negatively.

Tell us what you think!

The Working Toward Wellness at DCCI program is introducing a formal method for receiving your on-going feedback and suggestions about the wellness program. We have created a short one-page feedback sheet with seven questions and a space for writing comments and/or suggestions. These feedback sheets are conveniently available in the Wellness kiosks/boards in your workplace or union hall. You can also download the form from *Dashboard Anywhere*. You can fill these forms out and drop them in the slots of the Wellness kiosk/board. The Wellness Committee will periodically review all comments and incorporate your suggestions where possible.

WEBSITE SUPPORT

24 Carrot Press (U.S.)
www.Nutrition4Kids.com

About.com - Caregiver Stress and Its Management
<http://stress.about.com/cs/familymarital/a/caregiver.htm>

Apolnet- Workplace Alcohol Policies
www.apolnet.org/actpacks/ad_wrk.html

Work-Life Conflict in the New Millennium: A Status Report (2003)
www.hc-sc.gc.ca/pphb-dgspsp/publicat/work-travail/report2/index.html

National Center on Sleep Disorders Research
www.nhlbi.nih.gov/about/ncsdr

Work and Family Balance
www.workandfamilybalance.com/

B.C. Council For Families
www.bccf.bc.ca/learn/wl_ques.html

Canadian Sleep Society
www.css.to

Canada Health Network
www.canadian-health-network.ca

Warren Shepell- EAP Professionals
www.warrenshepell.com
Click resource centre

Canadian Mental Health Association
www.cmha.ca
Click on "Info centre" for on-line publications

Centre for Addiction and Mental Health
www.camh.net
Type "depression" in the search box

Agency for Healthcare Research and Quality
www.ahrq.gov/clinic/cps3dix.htm
#metabolic
Preventative Screening Services

International Coach Federation
www.coachfederation.org/aboutcoaching/index.asp



PROFILE

National Service & Parts Manager

A.K.A. "Jimmy K"

41 years old

Single

Currently lives in Tecumseh, Ontario

Employed for 17 years at DaimlerChrysler

First position with the company: Product Process Quality Engineer at Pillette Road Truck Assembly Plant

Favourite DaimlerChrysler vehicle: Dodge Viper and 1970 Plymouth Barracuda

Favourite food: Any dish with seafood & steak on the barbeque

Favourite past time: Running and playing hockey

JIM KIRITSIS

Jim Kiritsis is a great example of someone who not only talks about living a healthy life, but he actually lives by his words every day. His wellness story begins several years ago while working in Calgary. Feeling tired in the afternoons, Jim realized that poor eating habits were to blame and became focused on improving his diet. Not surprisingly, he soon began to feel more energized. He then started to re-explore an old interest in running. Today, Jim is getting ready to participate in the Detroit Marathon and is feeling better than ever. Part of his training includes setting measurable goals to keep track of progress. With a busy work schedule and a focused running program, he finds that being flexible and planning ahead are both very important in maintaining balance in his life. For him, this means starting each day with a run before work to free up time in the evenings for his girlfriend and other interests, including hockey.

In addition to his personal commitment to wellness, Jim feels that he has a role to play in helping to create a workplace environment that encourages employees to live healthier lives. As part of this role, he participates in wellness activities whenever he can and encourages both managers and employees to do the same. In previous wellness initiatives, Jim has offered to donate prizes, worked out schedules to allow employees to attend events, and was even a taste-test judge for an office mocktail (non alcoholic) drink contest. According to staff, his enthusiasm really means a lot to them and is a big reason why the wellness program has been so successful!

Do you have suggestions for future topics?
Please submit your ideas to the Windsor-Essex County Health Unit.
E-mail: mtoews@wechealthunit.org
Phone: 519-258-2146 x 3100 • Fax: 519-776-6102

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